



CITY OF SAN JOSÉ, CALIFORNIA

200 East Santa Clara Street – Wing, 2nd Floor
San Jose, CA 95113
Phone: 408-535-1265
Fax: 408-292-6207
E-mail: Council.Salaries@sanjoseca.gov

CITY COUNCIL SALARY SETTING COMMISSION

Thomas E. Cochran
Kim Ann Skeen
Minh Duong
Jon Fitch
Jacqueline Hernandez

CITY COUNCIL SALARY SETTING COMMISSION CITY OF SAN JOSÉ MINUTES OF THE COMMISSION JANUARY 17, 2007

The San José City Council Salary Setting Commission convened this day in regular session at 6:11 p.m. in Room W-242 at City Hall.

1. SWEARING IN OF COUNCIL SALARY SETTING COMMISSIONER

Deputy City Clerk Michelle Estabillo administered the oath of office to newly appointed Commissioner Jacqueline Hernandez.

2. ROLL CALL

Present: Commissioners Duong, Fitch, Hernandez, Skeen and Cochran
Absent: None
Also Present: Civil Service Commissioner Chair Bill Brill
Senior Deputy City Attorney Norm Sato
City Clerk Administrative Manager Dennis Hawkins
Deputy City Clerk Michelle Estabillo

3. APPROVAL OF MINUTES

Upon motion of Commissioner Duong, seconded by Commissioner Skeen and unanimously carried, the minutes of April 20, 2005, were approved. Vote: 5-0-0.

4. INFORMATION ONLY

Documents filed: (1) Former Assistant City Clerk Nancy Alford's memorandum dated January 28, 2003 providing sampling of prior years' Council interview questions; (2) Draft correspondence for Mayor/Council/Senior Staff interviews; (3) San José City Charter, Article III Form of Government; (4) Memorandum from City Clerk

Administrative Manager Dennis Hawkins dated January 11, 2007 providing background information; (5) City of San José job descriptions for Council Appointed positions, Fire Chief, Assistant Fire Chief, Chief of Police, Director and Deputy Director; and (6) 2006-2007 Budget in Brief Schedule of future meetings

Administrative Manager Dennis Hawkins provided an overview of the documents included in the agenda packet. The Commission discussed potential interview questions and who should be interviewed. The Commission held discussion on surveys being sent out to past office holders and Chair Cochran stated that the past practice of sending out questionnaires was not efficient. Commissioner Fitch agreed that the surveys made it difficult to obtain data and recommended that the Commission interview candidates running for office who were not elected. The Commission agreed not to send out questionnaires but to invite the current Councilmembers and Mayor, Councilmembers and Mayors from the last two terms (8 years), and City department heads (Employee Relations, Human Resources, and Budget).

Commissioner Fitch noticed that the job description of a councilmember was not in the San José City Charter and questioned if it could be added. Senior Deputy City Attorney Norm Sato stated that adding the description would require a change in the charter and that needed voter approval. Commissioner Fitch observed that the Commission has repeatedly done the same research and gave the same recommendation in the past and the Council and Mayor have continued not to accept it. Commissioner Fitch stated that a charter change would be needed to encourage the Council and Mayor to accept a recommendation for a raise and discussion ensued on changing the charter.

5. DISCUSSION ON THE COMMISSION BUDGET AND TIMELINE

Chair Cochran stated that this item had been discussed already and thanked Administrative Manager Dennis Hawkins for preparing the timeline. Commissioner Fitch suggested that a due date for drafting the recommendation be included in the timeline.

6. DISCUSSION REGARDING SALARY SETTING PHILOSOPHY AND PROCEDURE

A brief discussion was held on scheduling community forums and locations and it was agreed that the Commission will discuss this further at the next meeting.

7. ORAL PETITIONS

Daniel McCall, citizen, spoke against giving the City Council and Mayor a raise.

8. ADJOURNMENT

By motion unanimously adopted, the meeting adjourned at 7:18 p.m.

THOMAS E. COCHRAN, CHAIR

ATTEST:

COUNCIL SALARY SETTING COMMISSION
LEE PRICE, SECRETARY

Michelle Estabillo, Deputy Secretary